# BUSINESS PLAN 2016–19
# Status of Women

## ACCOUNTABILITY STATEMENT

This business plan was prepared under my direction, taking into consideration the government's policy decisions as of March 17, 2016.

*original signed by*

Stephanie McLean, Minister

## MINISTRY OVERVIEW

The ministry consists of the Department of Status of Women.

The ministry will target action and shape policies to improve the lives of women and girls, and thereby strengthen the province as a whole.

It will do so by integrating gender equality into policy and programs and engaging public and private institutions in creating conditions for equality. Work toward both outcomes will focus on the following key policy areas:

- Women's economic security, including child care;
- Ending violence against women and girls; and
- Increasing women in leadership and democratic participation.

A more detailed description of Status of Women and its programs and initiatives can be found at www.statusofwomen.alberta.ca.

## STRATEGIC CONTEXT

The outcomes and key strategies identified in this business plan are aligned with the strategic direction of the Government of Alberta.

For the first time in many years, Alberta will have a formal institutional mechanism to recognize and articulate the differential impact of programs and policies on women and girls.

Despite investments in programs to address social issues in the last 10 years, Alberta continues to have unacceptable rates of intimate partner and sexual violence against women and girls – among the highest rates in Canada. There is much work to do on reducing the gender gap in Alberta to ensure that women in Alberta make the same wage as men for the same or substantially similar work. Some of the most resourceful and best educated women in the country live in Alberta, but currently Alberta has the lowest representation of women on the boards of public agencies and private companies. The situation is more extreme for Indigenous women.

In July 2015, the Ministry of Status of Women was established to address the unique challenges faced by women and girls and to advance gender equality, which will improve the lives of all Albertans. The ministry will act as a central policy coordination unit to support government-wide mainstreaming of gender equality in all policy areas and to engage with community partners with respect to this mandate. The ministry will build capacity on issues not currently central to mandates of other ministries and will also assist other ministries in fulfilling their mandates.

### Challenges and Risks

The ministry will work closely with partners and allies in the community to address challenges that exist. For example, traditionally government in Alberta has not assessed the differential effects of policies and programs in terms of gender and diversity. Neutrality can in fact inadvertently disadvantage populations, as can a belief that gender bias no longer exists in government and society. Other strategic risks include the pressure on all ministries as a result of lower global oil prices, as well as the pressure during difficult times to focus on symptoms rather than root causes of persistent problems such as violence against women. This government is prepared to make a long-term commitment to addressing core issues and moving towards gender equality.

Building a better Alberta means realizing the potential of the women who live here and ensuring that the necessary policies, programs and services are in place for greater gender equality in Alberta. The government is in the early stages of exploring the complexity of gender equality, however, the key message is straightforward: empowering Alberta women will play an important part in continuing to build a stronger and more prosperous province.

## OUTCOMES, KEY STRATEGIES AND PERFORMANCE MEASURES

### Outcome One: Gender equality is integrated in engagement, development and implementation of policy and programs to support the self determination of all women and girls in all their diversity

Status of Women will advance gender equality in Alberta by working with partners and communities to develop increased knowledge, understanding and improved decision-making on issues affecting women and girls. The focus is on creating systems where gender equality is mainstreamed in the way the government does business, through: enhancing government's ability to use Gender-Based Analysis Plus (GBA+); ensuring access to regular and reliable data, analysis and research regarding women's social, political, economic and legal conditions; and strengthening community capacity to better understand the issues and support specific strategic initiatives.

The Government of Alberta has adopted GBA+ as the analytical tool to be used to assess the potential impacts of policies, programs or initiatives on diverse groups of women and men, girls and boys. GBA+ is an analysis that takes into account gender and other intersecting factors such as age, education, language, sexual orientation, gender identity, geography, culture and income.

Status of Women will take gender and diversity into account while advancing the following key strategies in order to ensure they reach all women and girls and no groups are inadvertently disadvantaged.

**Key Strategies:**

1.1 Expand GBA+ knowledge and capacity so that it is integrated into all policy development and is included in government business planning, performance measurement and evaluation.

1.2 Better align the Persons Case Scholarship eligibility criteria to the ministry's key priority areas. This scholarship is dedicated to post-secondary students whose studies will ultimately contribute to the advancement of women or those who are studying in fields where members of their gender are traditionally few in number.

1.3 Design and support a catalytic granting function for projects that target ministry priority area specific issues.

1.4 Facilitate collaboration among community organizations, local government and stakeholders to share information and leverage collective resources to improve social outcomes for women and girls.

1.5 Create partnerships with the research and analytics community, both internal and external to government, to increase availability of research and data analysis that will enhance understanding of Alberta women and girls' issues.

| Performance Measures | Last Actual 2015-16 | Target 2016-17 | Target 2017-18 | Target 2018-19 |
|---|---|---|---|---|
| 1.a Publically released Government of Alberta policy frameworks and strategies that include gender-based analysis | n/a | 25% | 50% | 70% |
| 1.b Status of Women community interactions, in the role of enhancing community capacity for action, receiving a high satisfaction rating | n/a | 80% | 85% | 90% |
| 1.c Status of Women grant recipients reporting positive outcomes for women and girls within 6 months | n/a | 90% | 90% | 90% |
| 1.d Number of GBA+ training sessions delivered within Alberta Public Service | 25 | 50 | 50 | 50 |

**Linking Performance Measures to Outcomes:**

1.a Tracks the government's application of gender-based analysis and indicates how well gender equality is integrated in policy development.

1.b Tracks the satisfaction of stakeholders and community with collaborative engagement facilitated by Status of Women on gender equality issues.

1.c Tracks the positive outcomes resulting from the implementation of programs or projects funded in part or in whole by Status of Women.

1.d Indicates the level of engagement and staff development throughout government to increase competency in applying gender based analysis in policy and program development.

## Outcome Two: Public and private institutions, communities, and Albertans are actively engaged in creating the conditions that ensure equality for women and girls in all their diversity

Status of Women will work to improve the conditions for women in Alberta by enhancing understanding and removing systemic and structural barriers to women's equality. It will strengthen the ability of policy and programs to take into account the social, political, economic and legal status of all women and girls.

This work will focus on the ministry's core policy priorities to reduce harm and end violence against women and girls; improve women's economic security and support their access to employment; and increase participation in leadership and democratic processes.

Status of Women will take gender and diversity into account while advancing the following key strategies in order to ensure they reach all women and girls and no groups are inadvertently disadvantaged.

**Key Strategies:**

2.1 Support and participate in the development of a Government of Alberta approach to developing a Childcare Framework.

2.2 Assist women across the province in building successful businesses.

2.3 Develop strategies and programs to enhance the democratic participation of women.

2.4 Collaborate with key partners, and governments at all levels, to address persistent and emerging issues, influence decisions and actions of key players, and seek innovative strategies to prevent and end violence against women and girls, with a particular focus on:

- Sexual violence (e.g. co-lead the development and implementation of the Sexual Violence Plan with Human Services);
- Family violence; and
- Violent crimes against Indigenous women and girls (i.e. support the Missing and Murdered Indigenous Women Initiative).

2.5 Work with the City of Edmonton on their gender-based violence initiative, including the development of a proposal for the United Nations Safer Cities Initiative.

2.6 Develop and implement a self-serve registry for women who are ready, willing and able to serve on the government's agencies, boards and commissions.

| Performance Measures | Last Actual 2015-16 | Target 2016-17 | Target 2017-18 | Target 2018-19 |
|---|---|---|---|---|
| 2.a Women on Government of Alberta Agencies, Boards and Commissions | 37% | 40% | 42% | 50% |

**Linking Performance Measures to Outcomes:**

2.a Indicates success of the government's efforts to create conditions that advance equal gender representation on government agencies, boards and commissions.

**Performance Measures under Development:**

These measures will reflect progress on improving conditions for women and girls, focused in three ministry priority areas: Women's economic security, ending violence against women and girls, and women in leadership and democratic participation. Alternative and/or additional measures are being considered and may be developed as the new ministry matures and data becomes available.

| Performance Indicator | Actual 2009 | Actual 2011 | Actual 2013 | Actual 2014 | Actual 2015 |
|---|---|---|---|---|---|
| 2.a Women's labour force participation rate in Alberta: | 68.0% | 67.1% | 67.0% | 66.2% | 66.6% |
| • Aboriginal women | 63.0% | 59.4% | 66.0% | 66.7% | 65.6% |
| 2.b Rate of sexual violence (for Albertans 15 years and older)[1,2] | 33 per 1,000 population | n/a | n/a | 25 per 1,000 population | n/a |
| 2.c Rate of police-reported intimate partner violence[3] for Alberta women[1,2] | n/a | 689 per 100,000 population | n/a | 623 per 100,000 population | n/a |
| 2.d Women candidates running for elected office: | | | | | |
| • Alberta candidates in Provincial elections | n/a | 25% (2012) | n/a | n/a | 30% |
| • Alberta candidates in Federal elections | n/a | 26% | n/a | n/a | 27% |
| 2.e Senior executive managers in the Government of Alberta Public Service who are women[4] | n/a | 34% (2011-12) | 36% (2013-14) | 38% (2014-15) | 39% (2015-16) |

**Notes:**

1 This is based on self-reported data to Statistics Canada. Sexual violence includes being touched in an unwanted sexual manner or being forced to have unwanted sexual activity in past 12 months, Albertans 15 years and older.

2 Available data is not disaggregated by gender. Note that rates of sexual violence are significantly higher for women. Indicator to be used as a proxy until an Alberta-specific annual indicator is developed.

3 Intimate partner violence refers to violence committed by married, separated or divorced persons, common-law partners (current and former), dating partners (current and former) and other intimate partners. Includes victims aged 15 to 89. Excludes incidents where the age or sex of the victim was unknown and where the relationship between the victim and the accused was unknown.

4 Includes all APS staff classified at an Executive Manager 1 and Executive Manager 2 level and all departmental senior officials.

STATEMENT OF OPERATIONS

| (thousands of dollars) | Comparable | | | | | |
|---|---|---|---|---|---|---|
| | 2014-15 Actual | 2015-16 Budget | 2015-16 Forecast | **2016-17 Estimate** | 2017-18 Target | 2018-19 Target |
| REVENUE | | | | | | |
| None | - | - | - | - | - | - |
| EXPENSE | | | | | | |
| Ministry Support Services | - | 1,000 | 1,000 | **2,981** | 2,991 | 3,060 |
| Gender Equality and Advancement | 374 | 447 | 447 | **2,280** | 2,280 | 2,326 |
| Gender Policy, Strategy and Innovation | - | - | - | **2,289** | 2,289 | 2,335 |
| Consolidated Total | 374 | 1,447 | 1,447 | **7,550** | 7,560 | 7,721 |
| Net Operating Result | (374) | (1,447) | (1,447) | **(7,550)** | (7,560) | (7,721) |
| CAPITAL INVESTMENT | | | | | | |
| Ministry Support Services | - | - | - | **50** | 50 | 50 |
| Total | - | - | - | **50** | 50 | 50 |